



**State of Tennessee**

**Board of  
Probation and Parole  
Annual Report  
2007 - 2008**



# Table of Contents

Letter of Transmittal	1
BOPP Historical Timeline	2
Board Members	3
Duties, Mission and Vision	5
Senior Management	6
Agency Organizational Chart	7
Statewide Offender Profile	8
Statistics	9
Strategic Plan	10
Performance Measures	11
Field Services Division	12
Board Operations Division	18
Hearings Division	21
Community Corrections Division	23
Training Division	25
Fiscal Services Division	28
Budget Division	30
Human Resources Division	31
Information Systems Division	33
Research, Policy and Planning Division	35
BOPP Highlights	36
Directory of Main Telephone Numbers	43



**STATE OF TENNESSEE  
BOARD OF PROBATION AND PAROLE  
404 JAMES ROBERTSON PARKWAY, SUITE 1300  
NASHVILLE, TENNESSEE 37243-0850 (615) 741-1673**

October 1, 2008

The Honorable Phil Bredesen, Governor  
General Assembly, State of Tennessee  
State Capitol  
Nashville, Tennessee 37243

Governor Bredesen and Members of the General Assembly:

Pursuant to Tennessee Code Annotated 4-4-114, the Tennessee Board of Probation and Parole hereby transmits its Annual Report to you for fiscal year 2007-08.

To fulfill the agency's mission to minimize public risk and promote lawful behavior by the prudent, orderly release and community supervision of adult offenders, Board Members must determine whether to parole eligible felony offenders for community supervision or to continue incarceration in Tennessee Department of Correction or county facilities for complete sentence terms. The Board reviews all clemency requests and hears clemency matters and submits non-binding recommendations for consideration to the Governor.

The Field Services Division monitors and supervises offenders who have been granted parole, and felony offenders who have been placed on probation by criminal courts throughout the state. As of June 30, 2008, there were 10,617 parolees (compared to 10,163 in 2007) and 47,850 probationers (compared to 45,741 in 2007) under the supervision of Probation and Parole Officers. Probation and parole supervision had an average cost during FY 2007-08 of \$3.00 per day, per offender. Comparatively, the Tennessee Department of Correction's (TDOC) FY 2007-08 average daily cost for incarceration was \$62.41 per inmate. The Board of Probation and Parole had 1,167 positions in FY 2007-08 with a budget of \$68,542,919, not including Community Corrections positions and grant dollars.

BOPP also provides oversight for the 19 Community Corrections grant programs statewide. In FY 2007-08, those programs had a combined state appropriation of \$12,123,398, not including monies collected as fees. The Community Corrections offender population was 6,827 on June 30, 2008, with an average daily cost of \$4.87 per offender.

The Board expresses its sincere appreciation to the members of Tennessee's Executive and Legislative branches for effectively overseeing our work and providing leadership. We are also indebted to the BOPP and Community Corrections staff who devote time, energy and skills to carrying out our mission and give them our heartfelt gratitude.

Respectfully Submitted,

A handwritten signature in blue ink, which appears to read "Charles M. Traughber".

Charles M. Traughber, Chairman



# BOPP Historical Timeline

- 1929** A parole system, indeterminate sentences for adult offenders, and an Advisory Board of Pardons created.
- 1931** Advisory Board of Pardons created a system for parole eligibility.
- 1937** Board of Pardons and Paroles created by legislation; appointments made by the Governor; the Board was chaired by the Commissioner of the Department of Institutions and Public Welfare.
- 1955** Department of Institutions and Public Welfare name changed to Department of Correction (TDOC).
- 1957** Act established the Division of Juvenile Probation.
- 1961** Act established the Division of Adult Probation and Parole.
- 1963** Board of Pardons and Paroles set as five part-time members; first African-American member appointed.
- 1970** Act changed Board Chair from being the TDOC Commissioner to election by Board Members.
- 1972** Act changed Board to three full-time, professional members (one as Chair) appointed by the Governor.
- 1978** Board of Pardons and Paroles expanded to five full-time members.
- 1979** *Pardons and Paroles Reform Act of 1979* removed the Board from TDOC and established its autonomy. Parole Officers and support staff were placed directly under the supervision of the Board through an Executive Director and Director of Paroles.
- 1985** Act gave “emergency powers” to reduce overcrowding. The Governor directed the Board to change eligibility dates of inmates, enabling enough releases to reduce the prison population to 90 percent.
- 1989** Act expanded Board from five to seven members and created limited internal appellate review upon denial, revocation or rescission of parole.
- 1992** Criminal Sentencing Reform Act altered sentencing and parole eligibility for all crimes.
- 1997** Tennessee Offender Management Information System (TOMIS) database project implemented.
- 1999** Legislative changes increased the number of votes necessary to finalize parole grant decisions involving the most serious criminal offenses. Interstate Compact strengthened by applying more strict standards for acceptance and supervision by Tennessee of offenders from other states.
- 2003** A new Interstate Compact on Probation and Parole, allowing supervision of adult offenders from one participating state by another state, enacted by the General Assembly.
- 2004** Legislation passed designating BOPP as a registering agency for sex offenders in cooperation with the Tennessee Bureau of Investigation and other law enforcement agencies.
- 2005** BOPP planned and implemented the largest, to-date, Global Positioning System (GPS) in the U.S., and perhaps internationally, for the monitoring of sex offenders.
- 2007** Legislation passed creating the first armed enforcement unit solely under BOPP jurisdiction.

# Board Members



*Tennessee Board of Probation & Parole, 2008. Seated, left to right: Patsy Bruce, Charles Traughber and Lisa Jones. Standing, left to right: James Austin, Ronnie Cole, Joe Hill and Yusuf Hakeem*

## Chairman Charles Traughber

Mr. Traughber started his criminal justice career as an Institutional Counselor in the Department of Correction in 1969. In 1972, he was appointed Chairman of the Board of Paroles and served until June 1976. He served as a member of the Board from 1976 until July 1977, when he was re-appointed Chairman. He served in that capacity through June 1979. He again served as a member until December 1985. From that date until December 1987, he worked as a consultant with a private correctional company. He was reappointed Chairman in January of 1988 and has served as Chairman since that date. He was reappointed to six-year terms on the Board in 2000 and again in 2006. A native of Chattanooga, Mr. Traughber is a graduate of Tennessee State University in Nashville. He is a member of the Tennessee Correctional Association, the American Correctional Association and serves as president of the Association of Paroling Authorities International. He has served on the Tennessee Sentencing Commission and on various committees addressing prison capacity issues.

## James Austin

Mr. Austin was appointed to the Board of Probation and Parole on January 22, 2004. He is a Gallatin, native with an extensive background in law enforcement and state government. Having worked more than 31 years for the State of Tennessee, he was most recently manager of the Office of Civil Rights and Compliance in the Tennessee Department of Health. From 1987 to 1990, he worked in the Tennessee Department of Correction, first as a Director of County Programs and then as Executive Director of Youth and Community Services. From 1980 until 1987, Mr. Austin worked as a counselor and an Administrative Assistant for the Davidson County Metro Sheriff's Department, serving as a liaison between the Sheriff's Department and the Tennessee Sheriffs' Association. Mr. Austin was graduated with a Bachelor's Degree in Industrial Arts from Mississippi Valley State University in Itta Bena, Mississippi, and earned a Master's Degree in Educational Psychology from Tennessee Technological University, Cookeville.



# Board Members

## Patsy Bruce

Patsy Bruce, a native of Nashville, was appointed to the Board of Probation and Parole on March 26, 2004. Before that, she operated a number of event management and marketing companies, including Patsy Bruce Productions, Inc., a film and television production company, and Events Unlimited, an award-winning event management company. In addition to her business endeavors, Ms. Bruce is heavily involved in her neighborhood, where she organized the West Nashville Presidents Council, a community advocacy group.

## Ronnie Cole

Ronnie Cole was appointed to the Board of Probation and Parole on January 22, 2004. He was born in Milan, but has lived in Dyersburg for more than 30 years. He is a retired Vice President of the Ford Construction Company, a Dyersburg paving and bridge building contractor, where he worked for 34 years. He also served in the Tennessee House of Representatives in the 98th through 102nd General Assemblies. Mr. Cole earned a Bachelor's Degree in Business Administration from Memphis State University. He is a past President of both the Tennessee Road Association and the Contractor's Division of the American Road and Transportation Builders' Association. He is also a former member of the Tennessee Board for Licensing Contractors.

## Yusuf Hakeem

Yusuf Hakeem was appointed to the Board of Probation and Parole on January 23, 2006. He is a graduate of Howard High School and Chattanooga State Technical Community College and is currently earning a Bachelor's Degree from the University of Tennessee-Chattanooga. He served on the City Council of Chattanooga as a representative of the District 9 and was elected Council Chair in 1996, 2000 and 2001.

## Joe Hill

Union City's Joe Hill was appointed to the Board of Probation and Parole in April 2008. Mr. Hill came to BOPP following his retirement from the staff of Eighth District Congressman John Tanner. Mr. Hill is a native of Henry County, Tennessee. He is a 1964 graduate of Henry High School and earned his bachelor's degree from Bethel College in McKenzie in 1968. He served four years as Project Director of the Northwest Tennessee Development District. He was twice elected to the Henry County Commission. In 1973, Mr. Hill joined the staff of the late U.S. Representative Ed Jones as Field Assistant, and later served as District Director until Jones' retirement. In 1988, Mr. Hill managed Congressman Tanner's campaign for Congress and in 1989, joined Tanner's staff as District Director, where he served for almost two decades. When he retired in 2008, Mr. Hill was the longest-serving Congressional district aide in Tennessee history. He is an avid outdoorsman, a member of the Free and Accepted Masons, the Goodwill Shrine Club, the Elks Club, the Tennessee Wildlife Federation and the Methodist Church.

## Lisa Jones

Ms. Jones was appointed to the Board of Probation and Parole in March 2008. An educator, Ms. Jones' previous professional experience includes 12 years of teaching at Savannah High School. She also taught for two years at Jackson State University's Savannah campus and served a term as a member of the Unemployment Security Board of Review. Ms. Jones is a graduate of the University of North Alabama, where she earned a Bachelor of Science degree in education.





# Duties, Mission and Vision

The current Board of Probation and Parole is a full-time, independent Board composed of seven members appointed by the Governor.

## Board Duties

The Board decides which eligible felony offenders will be granted parole and released from incarceration. The Board is then responsible for the supervision of parolees granted release and of felony offenders who are placed on probation by Criminal Courts (TCA 40-28-103).

The administrative duties of the Board include setting criteria for granting and revoking parole; developing a strategic plan, annual budget and staffing plans; and policies and procedures (TCA 40-28-104).

## Mission Statement

Our mission is to minimize public risk and maximize lawful behavior by the prudent, orderly release and community supervision of adult offenders.

## Vision Statement

The Board of Probation and Parole will be committed to a partnership with the citizens of Tennessee in promoting public safety and will be recognized as a leader in the area of probation and parole by:

1. Providing a continuum of services for offenders from pre-sentence investigation through the expiration of sentences.
2. Participating in cooperative efforts such as community policing, multi-purpose service centers, coordinated victim services and interagency efforts.
3. Providing employees with access to and training in the use of advanced technologies.
4. Fostering a highly professional staff that is proficient in offender management and support services.
5. Promoting effectiveness and efficiency through the use of outcome measures and innovative approaches to service delivery .

# Senior Management

The Executive Director has responsibility for day-to-day functioning of the Agency, and assists the Board in the development and the implementation of policies, procedures, strategic plans, budgets and reports. The Executive Director also has the responsibility for recruitment and supervision of staff and for developing and maintaining communication and cooperation between the Department of Correction and the Board (TCA 40-28-104).

Two Probation and Parole Administrators assist the Executive Director, and along with the Directors of Field Services, Communications and Legal Services and an Executive Administrative Assistant, provide the senior level of management for the Agency. Each Administrator is responsible for several divisions.



**Robert "Bo" Irvin**  
Executive Director



**Colis Newble**  
Probation & Parole Administrator  
Specialized Divisions  
(Board Operations; Community Corrections; Hearings Officers and Training)



**Gary Tullock**  
Field Services Director



**Emily Wilson**  
Probation & Parole Administrator  
Management Resources Divisions  
(Fiscal; Budget; Research, Policy and Planning; Information Services and Human Resources)



**Jack Elder**  
Executive Assistant  
& Legislative Liaison



**Melissa McDonald**  
Communications Director



**Columba McHale**  
General Counsel

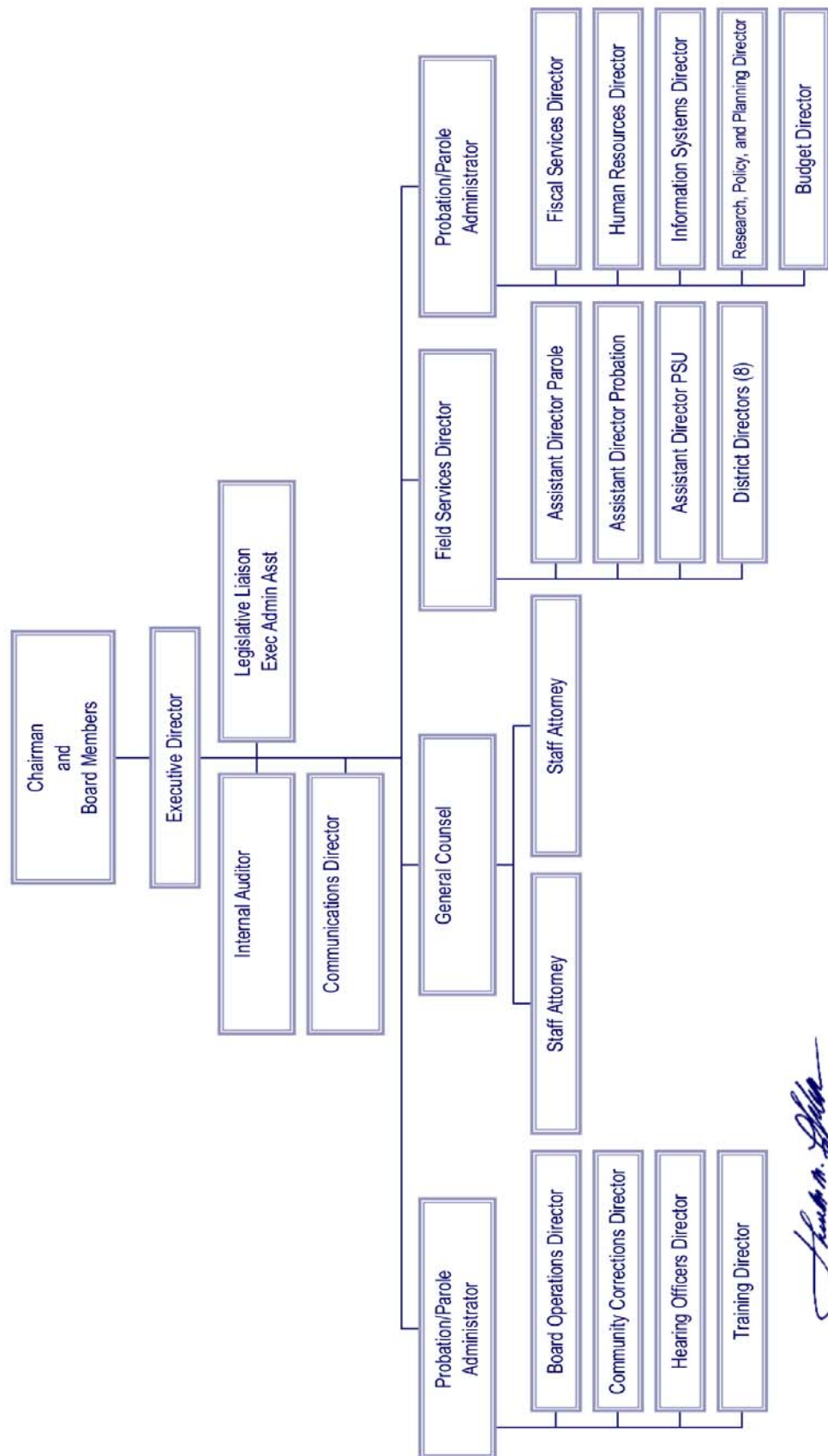




STATE OF TENNESSEE  
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# BOPP Organization Chart

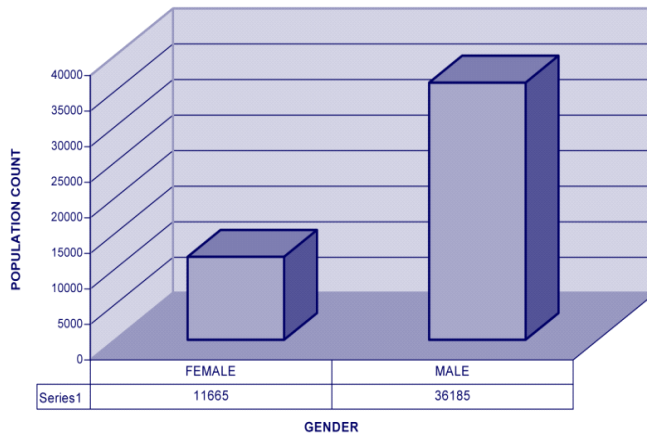
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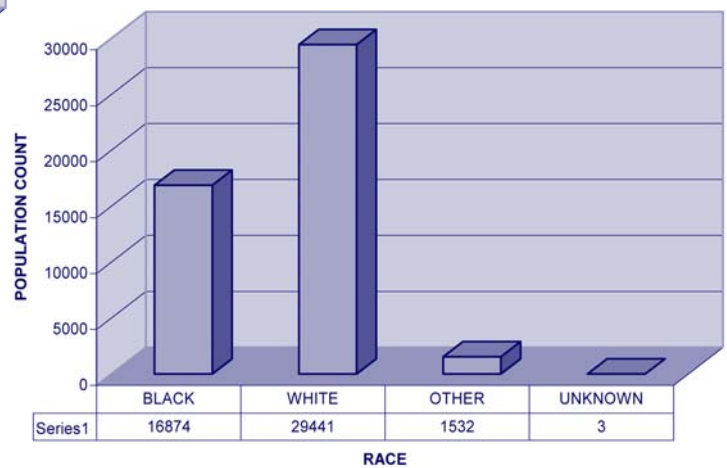
APPROVED:   
Charles M. Traughber, Chairman

# Statewide Offender Profile

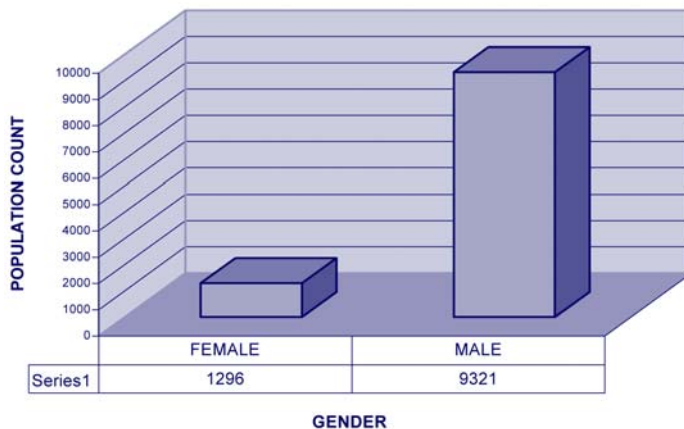
PROBATION POPULATION BY GENDER  
FY 2007 - 2008



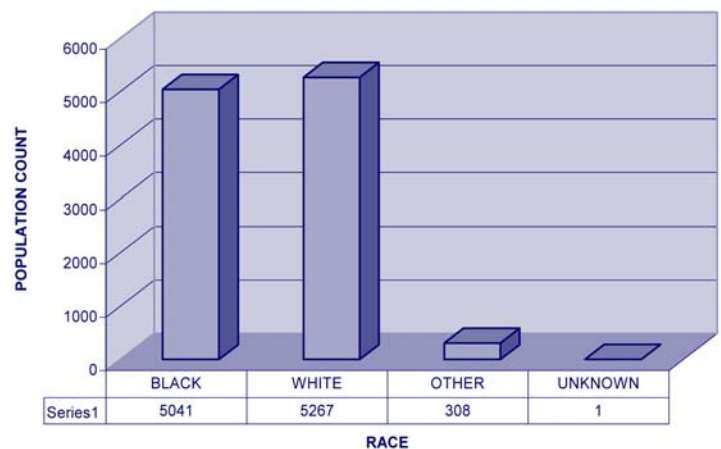
PROBATION POPULATION BY RACE  
FY 2007 - 2008



PAROLE POPULATION BY GENDER  
FY 2007 - 2008



PAROLE POPULATION BY RACE  
FY 2007 - 2008



# 2007-08 Statistics

## BOPP Offender Population

June 30, 2008

10,617	Parolees
47,850	Probationers
6,827	Community Corrections Offenders
<hr/>	
65,294	TOTAL

## Population Growth

Over the past few years, including this one, the size of the offender population under the community supervision of Probation and Parole has increased substantially. Following is a charted summary of that continued growth.

	June 30, 2004	June 30, 2005	June 30, 2006	June 30, 2007	June 30, 2008	% Increase from 2004
Probationers	38,684	40,765	42,731	45,741	47,850	19%
Parolees	8,133	8,558	9,148	10,163	10,617	23%
Total Offenders	46,817	49,323	51,879	55,904	58,467	20%

## Hearings

<b>Parole Hearings Completed:</b>	16,801	(Cases heard by Board Members and Hearings Officers with decisions handed down by the Board)
<b>Parole Recidivism Rate:</b>	8.7%	(Number revoked and re-incarcerated; divided by average of parole population, i.e., population last day of each month divided by 12)
<b>Investigative Reports Completed:</b>	10,709	Pre-sentence and other
<b>Release Plans:</b>	5,819	
<b>Finalized Parole Hearings:</b>	14,277	Grant Hearings
	7,781	Initial Parole
	6,402	Parole Review
	4,226	Parole Granted
	1,979	Revocation Hearings
	1,559	Revoked and reincarcerated



# Five-Year Strategic Plan

## Goal 1

**Through FY 2013, the Board of Probation and Parole will maintain an employee turnover rate of no more than eight percent.**

FY 2008 – 8.0%  
FY 2009 – 8.0%  
FY 2010 – 8.0%  
FY 2011 – 8.0%  
FY 2012 – 8.0%  
FY 2013 – 8.0%

## Goal 2

**Through FY 2013, the Board of Probation and Parole will improve the offender success rate by decreasing the percentage of probationers and parolees whose supervision is revoked to 10.3 percent.**

FY 2008 – 11.2%  
FY 2009 – 11.0%  
FY 2010 – 10.7%  
FY 2011 – 10.5%  
FY 2012 – 10.3%  
FY 2013 – 10.3%

## Goal 3

**By FY 2013, the Board of Probation and Parole will manage caseloads by increasing the successful offenders reclassified to lower risk levels to 9.8 percent (discounting offenders moved off of “intake” supervision level).**

FY 2008 – 9.1%  
FY 2009 – 9.3%  
FY 2010 – 9.5%  
FY 2011 – 9.6%  
FY 2012 – 9.8%  
FY 2013 – 9.8%

## Goal 4

**By FY 2013, the Board of Probation and Parole will reduce the number of grant hearings administratively continued to 5.1 percent.**

FY 2008 – 5.6%  
FY 2009 – 5.4%  
FY 2010 – 5.3%  
FY 2011 – 5.2%  
FY 2012 – 5.1%  
FY 2013 – 5.1%

## Goal 5

**By FY 2013, the Board of Probation and Parole will gather baseline data from six stakeholder groups regarding their satisfaction with the level of service received.**

FY 2008 – 2  
FY 2009 – 3  
FY 2010 – 4  
FY 2011 – 5  
FY 2012 – 6  
FY 2013 – 6



# Performance Measures

- 1. Percent of total offender population (both probationers and parolees) whose community supervision status is revoked during the fiscal year (not including offenders in the Community Corrections Program).**

Actual (FY 2007-2008): 11.2%  
Estimate (FY 2008-2009): 11.0%  
Target (FY 2009-2010): 10.7%

- 2. Percent of total offender population (both probationers and parolees) reclassified to a lower risk level after exhibiting successful behavior.**

Actual (FY 2007-2008): 6.2%  
Estimate (FY 2008-2009): 9.3%  
Target (FY 2009-2010): 9.5%

## Community Corrections Performance Measures

- 1. Percent of total offender population who are revoked from the program prior to successful discharge.**

Actual (FY 2007-2008): 17.1%  
Estimate (FY 2008-2009): 14.4%  
Target (FY 2009-2010): 14.2%

- 2. Percent of total offender population who complete the behavioral plan requirements and all court-ordered mandates and are successfully released from Community Corrections supervision.**

Actual (FY 2007-2008): 16.6%  
Estimate (FY 2008-2009): 15.6%  
Target (FY 2009-2010): 15.8%



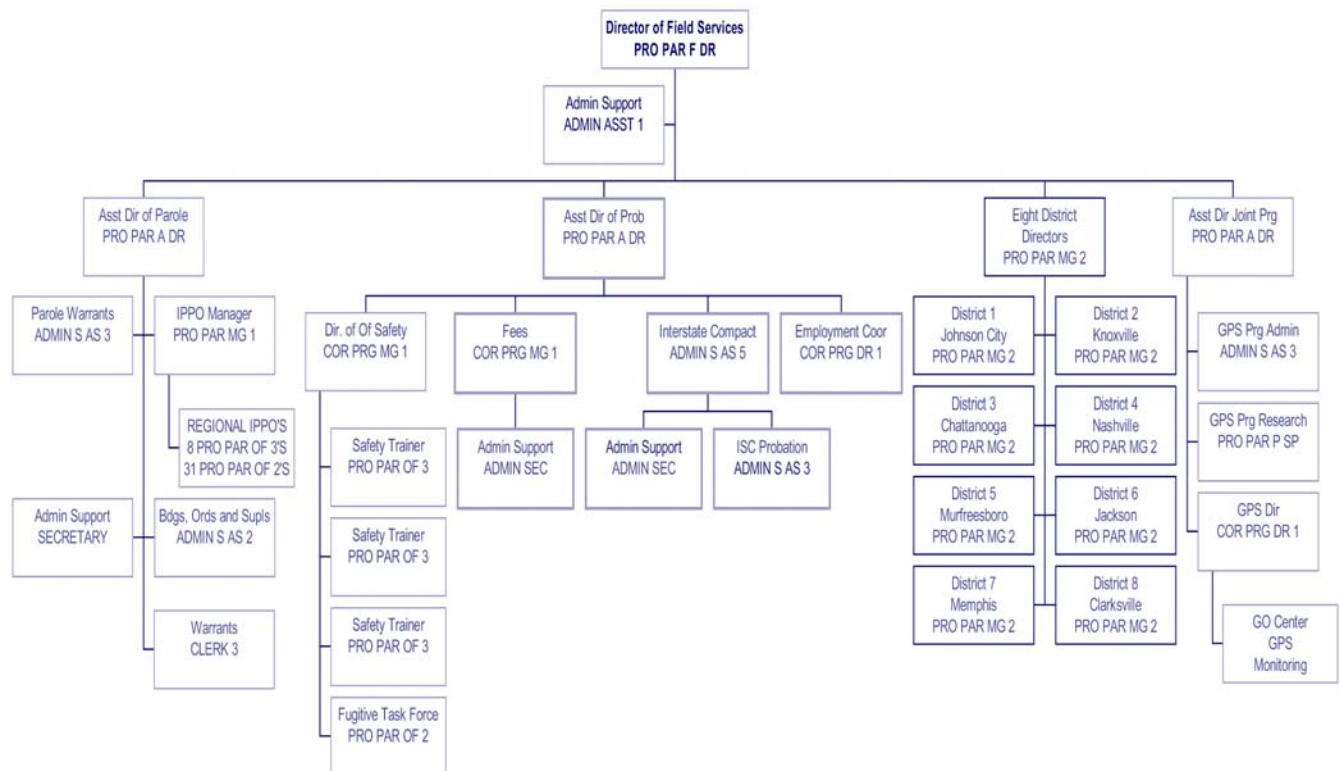
# Field Services Division

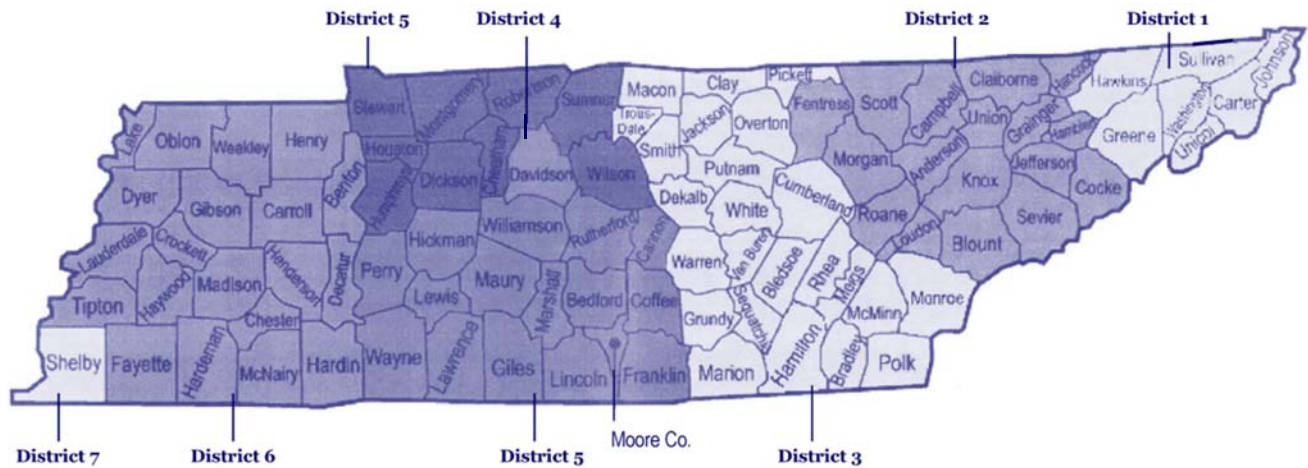
## Gary Tullock, Director

Field Services is the largest division within the Board of Probation and Parole. There are eight districts across the state, each with a District Director and Deputy District Director. District offices are in Johnson City, Knoxville, Chattanooga, Nashville, Murfreesboro, Jackson, Memphis and Clarksville. There are 49 local offices, in addition to institutional sites within those districts, staffed by managers, supervisors, probation/parole officers, institutional probation/parole officers and support staff. Additionally, there are staff in Nashville's Central Office working directly with District Directors, and with outside agencies and other state agencies, to assist in the coordination of the day-to-day activities of the field staff. There are three Assistant Directors of Field Services, specializing in Probation, Parole and a Programmed Supervision Unit.

## Field Services Organization Chart

*Approved June 2008*





## District Contact Information

## District 1

Howard McGinnis, District Director  
Robert Henshaw, Acting District Director  
(Appointed District Director August 2008)  
196 Montgomery Street  
Johnson City, Tennessee 37604  
Phone: 423.434.6800

## District 2

Vyvian McCarthy, District Director  
1426 Elm Street  
Knoxville, Tennessee 37921  
Phone: 865.582.2000

## District 3

James Alsip, District Director  
540 McCallie Ave  
Suite 250  
Chattanooga, Tennessee 37402  
Phone: 423.634.6333

## District 4

Bettye Alsup, District Director  
220 Blanton Avenue  
Nashville, Tennessee 37217  
Phone: 615.253.7400

## District 5

Frank Mabery, District Director  
1711 Old Fort Parkway, Suite C  
Murfreesboro, Tennessee 37129  
Phone: 615.898.8030

## District 6

Mike Cole, District Director  
1661 Hollywood  
Jackson, Tennessee 38305  
Phone: 731.948.9801

## District 7

Helen Ford, District Director  
170 North Main Street  
10th Floor  
Memphis, Tennessee  
Phone: 901.543.7361

## District 8

Patrice Hannah, District Director  
115 North Third Street  
P.O. Box 442  
Clarksville, Tennessee 37041-0442  
Phone: 931.648.5550

# Field Services Division

## *Programs & Initiatives*

### **Think BIG**

**Think BIG** is a change in philosophy and operations that is coming to BOPP. The plan focuses on offender success through behavior intervention goals (BIG) and is expected to be fully implemented within the next two years.



**Think BIG** involves goals with strategies in four critical areas:

- Offender success through case management
- Changes allowing and encouraging officers to do more work in the field (outside of the office)
- Communications
- Staff safety

The Board of Probation and Parole has long been on the forefront of using the latest research in working with offenders. Tennessee has used validated assessment tools before many other states, and BOPP used community supervision strategies when other jurisdictions were still following older, outdated methods. **Think BIG** is a continuation of Tennessee taking research, converting it to supervision standards and using these findings to increase community safety. **Think BIG** is a process of change, not just an event, involving weeks and months of planning, policy development, training, and organizational development with input from all divisions and levels of BOPP.

### **Programmed Supervision Unit**

In July 2007, the Board began operating a statewide Programmed Supervision Unit (PSU) to supervise violent and sexual offenders. This expanded global positioning systems (GPS) use from the original pilot sites to a statewide endeavor throughout the course of the year. The specialized unit is comprised of probation and parole officers trained specifically in best practices for supervising this particular offender population. Its program includes targeted treatment. Officers also use close supervision tactics, including frequent contact with the offenders, their employers, families, treatment providers, and law enforcement. Offenders convicted of Rape of a Child, other serious violent felons, and/or sex offenders determined to be at high risk to re-offend are also monitored using GPS technology. Officers are responsible for monitoring PSU offenders' compliance with applicable requirements, including all the provisions of the Sex Offender Registration law. The PSU has a centralized statewide GPS Operation Center (GO Center) that is staffed and operated around the clock, triaging all GPS alerts to reduce field PSU officer overtime. Each district has PSU officers on call 24 hours a day, year-round, who conduct home visits and other field work tasks, sometimes after business hours, as well as on weekends and holidays.

At the end of FY 2008, the PSU was supervising 2,676 offenders, 398 of whom were on GPS monitoring.

# Field Services Division

## *Programs & Initiatives*

### **Offender Workforce Development Program**

Since the beginning of the program, more than 200 former offenders have been placed in jobs making a livable wage. The program has collaborated with Tennessee Labor and Workforce Development to provide former offenders with services that are offered in the 111 Career Centers located throughout the state and with the WIA Local Investments Boards in the 13 regions in the state.

The program will continue to collaborate with other state agencies to meet the needs of offenders. Some of those agencies are: Departments of Correction, Labor and Workforce Development, Veterans Affairs, Mental Health and the Tennessee Housing Development Agency.

The Board of Probation and Parole's Offender Workforce Development Program is an important source for former offenders in the reentry initiative. Job readiness, job placement and job retention are critical services that contribute to the success of former offenders when they return to their communities.

The Work Opportunity Tax Credit (WTOC) and the Federal Bonding Program are used as incentives for employers in the state that hire offenders.



*Offender Employment Specialist Jason Smith conducts computer training.*

### **Technical Violator Diversion Program**

The Board of Probation and Parole and the Department of Correction have been working jointly throughout the past several years to address the problem of technical violators re-entering the prison system. Legislation created the Technical Violator Diversion Program (TVDP). It has two main components: the revocation component, addressed by the Board of Probation and Parole, and the institutional component, addressed by TDOC. TDOC operates the program at the Wayne County Annex. The Board of Probation and Parole has the authority to revoke a technical violator to the TVDP and automatically re-parole him upon successful completion of the program.

Technical violators, as opposed to those committing new crimes, generally pose a significantly reduced risk to the community. The TVDP's purpose is to bring technical violators back into a controlled institutional environment and provide intensive needs-based programming, followed by release to parole upon the successful completion of the program.



# **Field Services Division**

## ***Programs & Initiatives***

### **Apprehension Unit**

The FY07-08 budget contained funds to establish a pilot Apprehension Unit project in two sites, Memphis and Jackson, each consisting of one manager and four officers. Staff for eight of the 10 positions have been filled, and officers began training in July 2008. The purpose of the Apprehension Unit is to locate and apprehend offenders under BOPP supervision who are absconders, or who are in warrant status for other reasons. Because these officers will often find themselves in high-risk areas and situations, they will be armed and will receive the same training as Peace Officers Standards and Training (POST) certified law enforcement officers.

### **Fee Accounting System**

BOPP has used the Tennessee Offender Management Information System (TOMIS) as a fee collection system in the past. Because TOMIS was not built as an accounting system, it created some issues for field offices in the accounting of collected offender fees. These issues are being addressed by the implementation of Great Plains Fee Accounting software, the new fee accounting system used by BOPP. The new system was initiated in FY 06-07 in four of the eight districts, and the remaining four districts came on line in FY 07-08.

The system includes the following fee collection procedural changes:

- Pre-printed coupons are not being used, thus eliminating the problems of coupons with incorrect fee amounts, offenders not having coupons to mail with payments, etc.;
- The offender receives a receipt when payments are made (if the payments are mailed in, the receipt is forwarded to the PPO and is given to the offender at the next contact meeting);
- The offender is able to make payments at the field office;
- The field office forwards the payments to the district office for processing;
- At the district office, one person is responsible for opening the envelopes and creating a payment log, recording the payments and verifying that the amounts agree with the payment log, and for making the deposit; and
- The system operates separately from TOMIS.

### **The Work Project Program**

The legislature established this program in 1984 as a special condition added to probation certificates. It requires probationers to complete a specified number of work project hours in the community at no expense to the public. Offenders perform community service work for non-profit and governmental agencies.

Parolees are ordered to perform community service as an intermediate sanction for technical violations in lieu of incarceration.





# **Field Services Division**

## ***Programs & Initiatives***

### **Work Project Community Service Hours**

<b>BOPP District</b>	<b>Hours Worked</b>
District 1	35,540
District 2	35,856
District 3	19,995
District 4	21,216
District 5	28,726
District 6	3,163*
District 7	19,435
District 8	28,814
<b>Total Hours</b>	<b>192,745</b>
<i>* Note: District 6 has only been tracking work project community service hours since December 2007, and currently tracks hours in Madison County only.</i>	

### **Institutional Probation/Parole Officers**

The Board established Institutional Probation/Parole Officers in July 1986. Prior to that, Department of Correction counselors coordinated parole hearings and provided release plan information. The title of Institutional Parole Officer was changed in 1999 to Institutional Probation/Parole Officer (IPPO) when TDOC's Division of Probation was moved to the Board of Probation and Parole.

The purpose of the IPPO program is to:

- Provide on-site Probation/Parole Officers to serve as parole liaisons to all TDOC prisons and metropolitan jails;
- Ensure that Board Members and Hearings Officers have necessary information required for parole hearings; and
- Provide information about Board policies and procedures to inmates and jail and prison staff.

# Board Operations Division

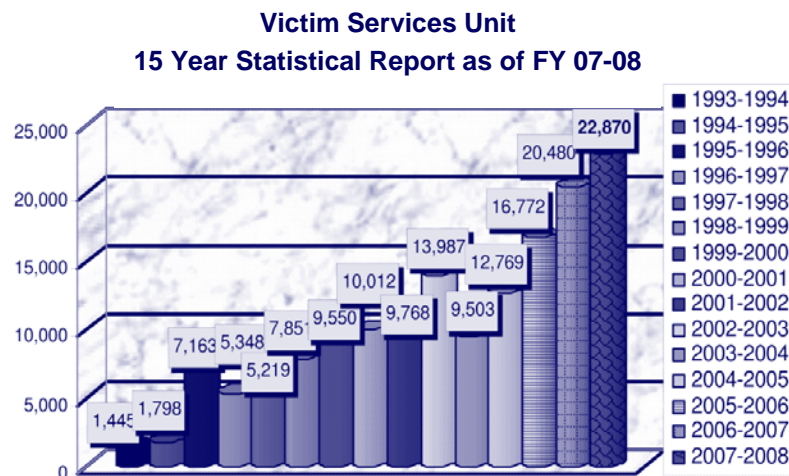
## Gayle Barbee, Director

Board Operations is responsible for scheduling parole hearings, issuing release certificates, creating and maintaining the Board's offender files, obtaining psychological evaluations, processing executive clemency matters, providing victim services and coordinating video conferencing.

**Release Certificates** are issued when the Board grants an offender parole. Upon the approval of release plans, the certificate section notifies interested parties and county officials as directed by statute and issues the certificate. During FY 07-08, 3,851 parole certificates were issued. Probation certificates are issued for offenders completing boot camp, technical violator diversion programs and TDOC certified determinate release of offenders who are serving one-to-two year sentences. During this fiscal year, 2,293 probation certificates were issued.

**Executive Clemency** includes commutation, pardon and exoneration, which only the Governor has the power to grant. During this fiscal year, 216 applications for Executive Clemency were requested, with seven reviewed by the Board. One formal Executive Clemency hearing was conducted, with non-binding recommendations sent to the Governor.

**Victims Services** assists victims and their family members with the parole hearing process with a statewide staff of 14.



The total number of victim-related contacts for FY 07-08 was 22,870. This is 2,390 more contacts than those received in the previous year. The number of victim-related contacts is 15 times greater than it was when Victim Services was first established in September of 1993. Several changes have contributed to this increase:

- Statewide informational meetings;
- The growth of the agency by the addition of probation;
- Victims who are more informed by the courts;
- Greater use of the BOPP web site;
- Distribution of BOPP informational brochures;
- Videoconferencing and
- More informed Probation/Parole Officers, who are providing more accurate statistics.

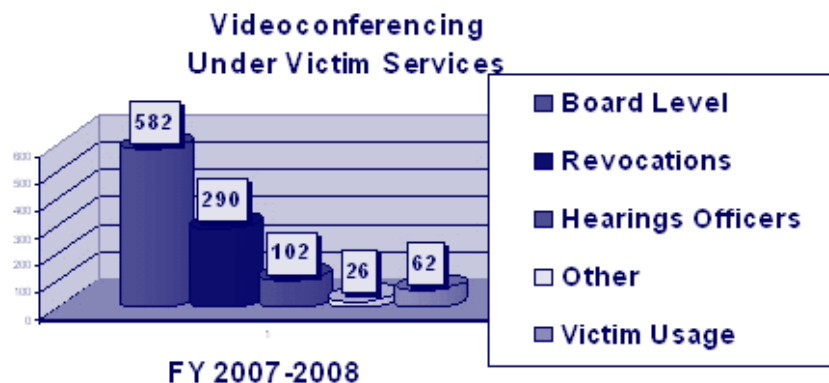
# Board Operations Division

**The File Room** manages, maintains and tracks more than 2,045 cubic feet of active paper files and 3,686 cubic feet of inactive files. File room personnel also maintain parole grant and violation hearing audio and video electronic files in preparation for the transition to a more efficient electronic file system in the future. During FY 07-08, the file room received requests for 59 parole hearing audio tapes and 17 files.

**The Docket Unit** prepares cases for parole hearings after the Department of Correction (TDOC) certifies that offenders are eligible for parole consideration. During FY07-08, the docket staff reviewed 16,010 cases and docketed 15,191 for parole consideration. Hearings were scheduled and conducted throughout the state at county jails and all TDOC facilities.

**Psychological Evaluations** are requested, tracked and received for parole hearings upon request of Board Members. TDOC and outside vendors provide the evaluations, with 83 requested and 70 performed during FY 07-08.

**Videoconferencing** technology is used for Board level hearings, training and staff meetings statewide, personnel interviews through the district offices and to provide victims with remote access to parole hearings.

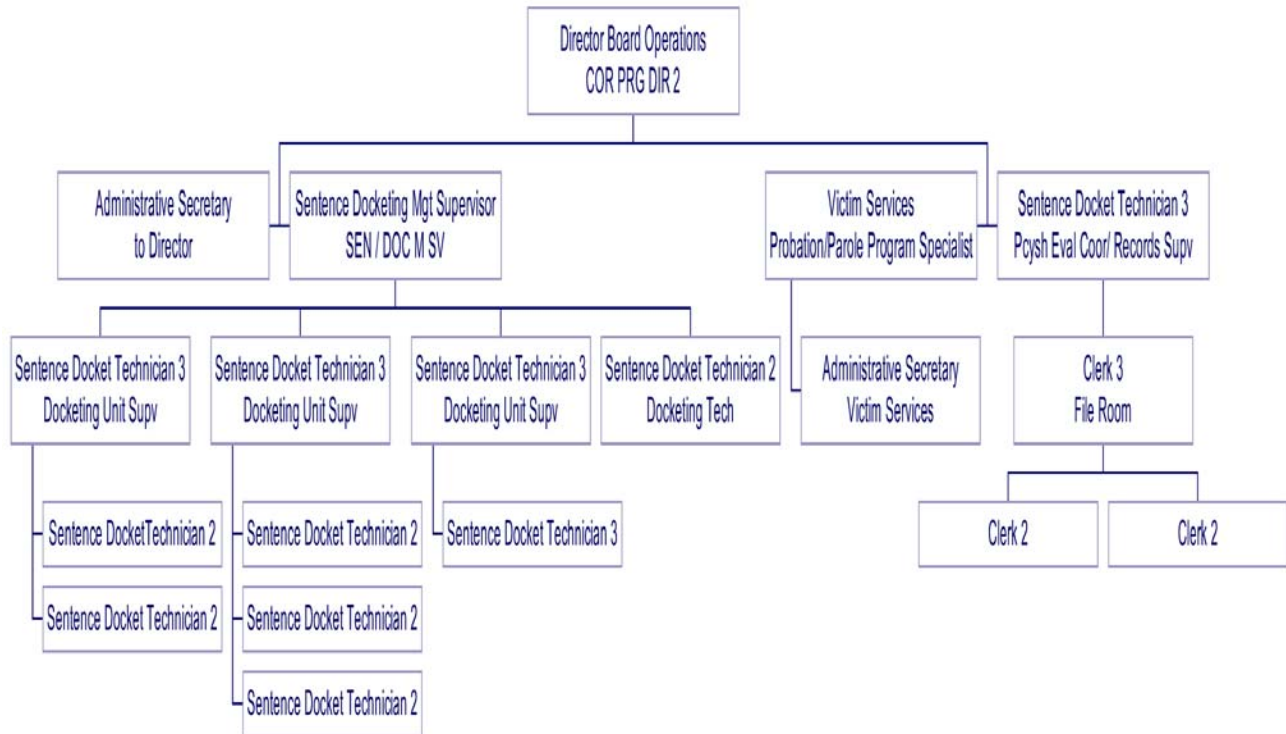


- The numbers above each column represent the number of times each group used the videoconferencing technology.
- Hearings Officers starting using videoconferencing in March 2008.
- Other represents training, interviews and meetings.
- Victim Usage is comprised of numbers taken from the Board Level and Hearings Officer totals. This signifies the number of times victims used videoconferencing at a BOPP office in lieu of going to prisons for the hearings.

# Board Operations Division

## Division Organization Chart

*Approved June 2008*





# Parole Hearings Officer Division

## **Bill Parsons, Director**

The mission of the Parole Hearings Officer Division is to represent the Board of Probation and Parole by following established law and policy in order to gather information and make recommendations that assist the Board in their decision making process.

Parole Hearings Officers are assigned to four parole hearing regions and Central Office, functioning as an extension of the Board in the parole hearing process. The Chairman of the Board, in accordance with *TCA 40-28-105*, appoints Hearings Officers. This work group is responsible for conducting parole hearings at state penal institutions and local jails to gather information, take testimony and make non-binding recommendations that assist Board Members in determining which eligible offenders will be granted parole and placed under community supervision.

Hearings Officers also conduct parole revocation hearings to gather information, take testimony and make non-binding recommendations that assist the Board in determining when offenders under community supervision have violated the conditions of parole. A written summary of the hearing is prepared and forwarded to the Board Members for their review and final action. As the final authority for parole hearing decisions, Board Members may adopt, modify or reject recommendations submitted by Hearings Officers. Courtesy parole hearings are conducted for other states upon request.

*TCA 40-28-105(D)(11)* mandates an appeal review process for offenders whose parole has been denied, revoked or rescinded and establishes criteria for appellate reviews. Responsibility for managing the parole hearing appellate review process is assigned to the Parole Hearings Officer Division's Central Office work unit. Appeal requests must be submitted no later than 45 days after the offender receives notification of the Board's final parole decision. Appellate reviews may be granted for any of the following reasons:

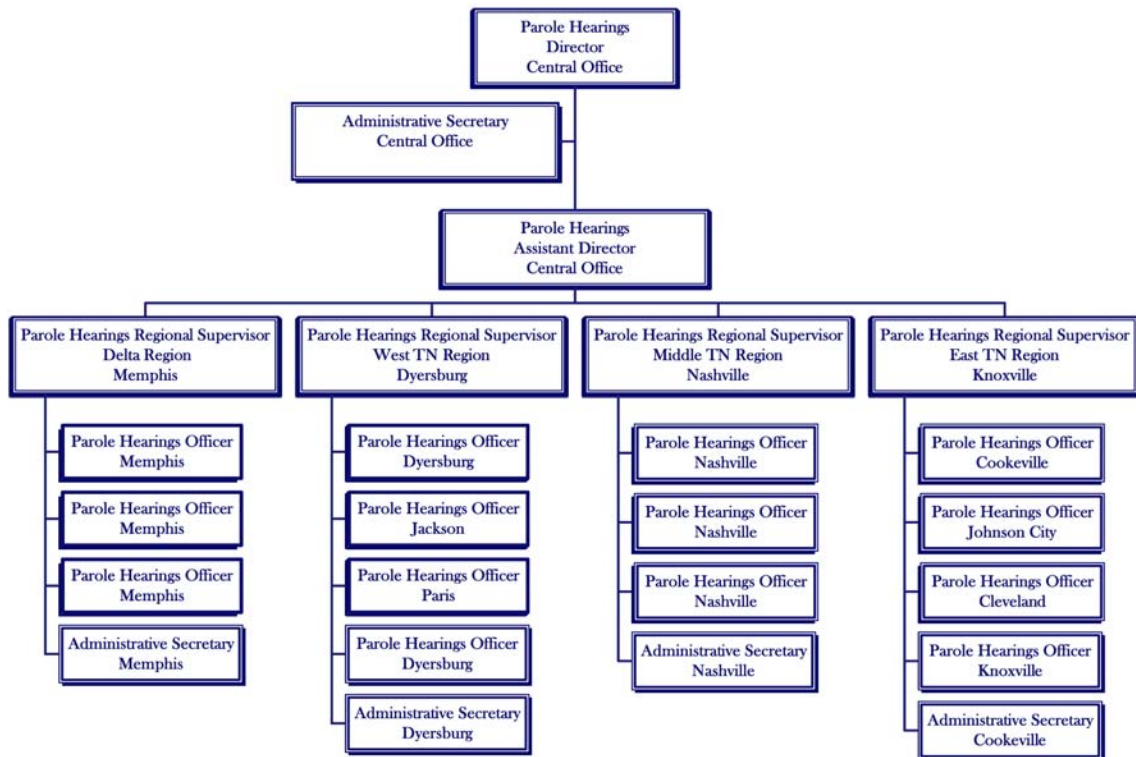
- Significant new information that was not available at the time of the hearing,
- Misconduct by the hearings official or
- Significant procedural error(s) by the hearings official.



# Parole Hearings Officer Division

## Division Organization Chart

*Approved June 2008*



## Division Statistics

During FY 07-08, the Parole Hearings Officer Division conducted 16,202 parole hearings (includes hearings where final decisions by the Board are still pending) as follows:

<b>Parole Grant Hearings:</b>	<b>13,348</b>
<b>Parole Revocation Hearings</b>	<b>1,972</b>
<b>Preliminary Revocation Hearings:</b>	<b>157</b>
<b>Pre Parole Rescission Hearings:</b>	<b>422</b>
<b>Time Setting Hearings:</b>	<b>275</b>
<b>Post Parole Rescission Hearings:</b>	<b>14</b>
<b>Appeal Hearings:</b>	<b>14</b>
<b>Appeal Requests:</b>	<b>650</b>

# Community Corrections Division

## Teresa Thornhill, Director

The Community Corrections Program was legislated in 1985 with the passage of the Tennessee Community Corrections Act of 1985 (TCA 46-36-101). Its intent is to provide services and programs in local jurisdictions for eligible felony offenders in lieu of incarceration in state penal institutions or local jails. Independent local agencies provide these services, with BOPP providing broad oversight. Such alternatives include non-custodial community corrections options, short-term community residential treatment options and individualized evaluation and treatment services as provided in TCA 40-36-302.

Several years ago, East Tennessee State University, under the guidance of Dr. John T. Whitehead, completed a study of the functionality of the Community Corrections agencies to determine their effectiveness. The results of this study, entitled *Diversions Effectiveness of Community Alternative Programs*, and a follow-up to this study, completed in 1989/90, showed the Community Corrections Program provides true diversion services to divert serious offenders from local jails and/or state prison facilities.

### Division Organization Chart

*Approved June 2008*



### Community Corrections Highlights

- The Community Corrections Program awarded 19 grant contracts for a three-year cycle starting in FY 07-08 and continuing through FY 09-10.
- Community Corrections agencies provide services to 89 counties in Tennessee. Only Anderson, Macon, Smith, Trousdale, Williamson and Wilson Counties are not affiliated with a Community Corrections Program. Anderson County has requested to be part of the East Tennessee Human Resource Agency's Community Corrections Program.
- Of the Community Corrections agencies and programs, three provide residential services, four provide day reporting services and 17 provide supervision services. Some agencies may provide more than one service.
- Community Corrections agencies provided a total of 260,872 community service hours performed by offenders under their supervision in FY 07-08. Calculating a \$5.85 hourly minimum wage in FY 07-08, this translates to \$1,526,101 in labor provided to local communities.

# Community Corrections Division

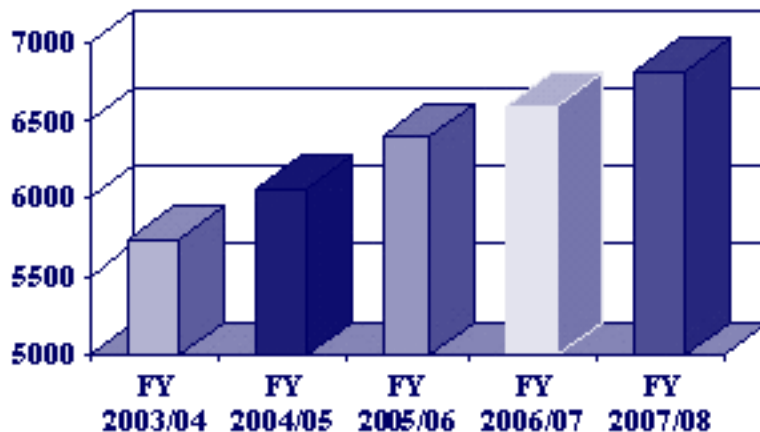
## Community Corrections Highlights *(continued)*

- The Community Corrections recidivism rate is defined as the number of offenders revoked and sentenced back to either local jail or state prison facility. The recidivism rate in FY 07-08 was 17.1%, with 1175 offenders revoked out of a total census of 6,827.
- Community Corrections successfully terminated 1,116 cases, or 16.4% of the total census, in FY 07-08.
- The total active caseload was 5,381, with an offender to officer ratio of 48 to one. The standard for offender to officer ratio is set by contract at 35 to one. The total caseload average was 59 to one. Currently, there are 113 officer positions.
- Community Corrections day reporting programs had 1,459 intakes. Residential programs had 344 intakes for FY 07-08.
- The Community Corrections Program Supervision Program census grew by 3.4% in FY 07-08. Over the last five years, the Community Corrections Program has grown 19.1%, from 5,735 in FY 03-04 to 6,827 in FY 07-08.
- Community Corrections programs are responsible for the collection or to assure the collection of court-ordered fines. The following is the fee collection information as reported by each program/agency for FY 07-08:

Supervision Fees:	\$565,252	Child Support:	\$558,124
Fines/Court Costs:	\$1,406,250	Restitution:	\$349,489

- Community Corrections programs are also responsible for the collection of mandated Community Corrections Fees. The fee collection information reported by BOPP Fiscal for FY07-08 was \$253,793. The average daily offender supervision cost was \$4.87.

The Community Corrections program continues to be a successful program providing an alternative sentencing option to the local courts. The availability of treatment services for alcohol and drug problems, mental health issues, etc., are key to the success of this program.



*Left: Information is self reported from all Community Corrections agencies. It is not generated by TOMIS (Tennessee Offender Management Information System).*

# Training Division

## Sandra Brown-Anderson, Director

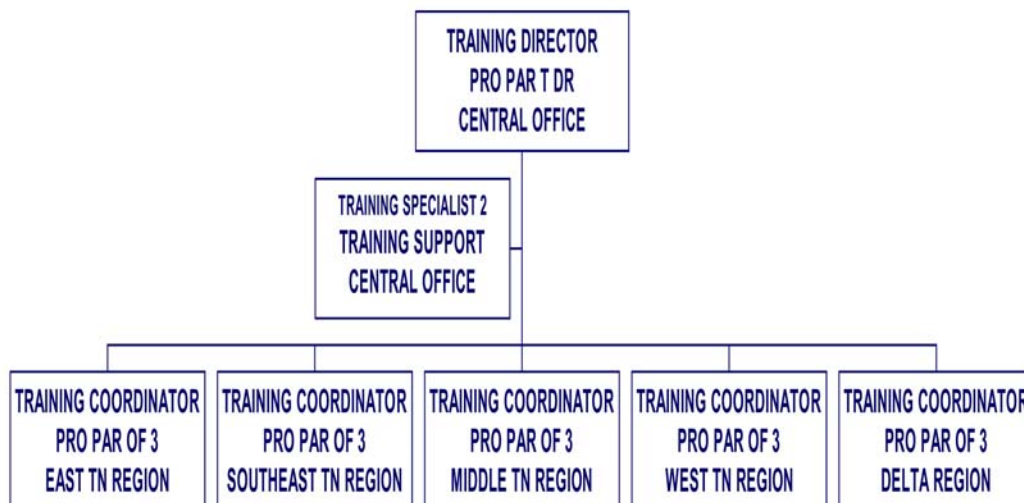
The BOPP Training Division recognizes that state employees are the greatest potential asset to their agency and government. The development of each employee and the creation of an organizational culture for full use of employee talents are a high priority. Management uses training as a tool to develop employee abilities to accomplish agency goals by improving performance and skill levels and by generating team effort.

The Training Division provides training that makes a difference by:

- Offering a variety of training curriculum by identifying and targeting training needs;
- Facilitating training covering Central Office and eight districts at 31 sites by five District Training Coordinators, one Training Director and one Training Specialist 2;
- Focusing on empowerment through employee participation, involvement and input;
- Consulting with colleges, universities, resource agencies and with local, federal and state law enforcement agencies for out-service training needs;
- Promoting learning opportunities in a diverse work environment, from audio conferencing to video conferencing, adhering to policy and procedure, ethics and standards;
- Aiding staff in personal and professional development and
- Working with BOPP supervisors/managers and directors.

## Division Organization Chart

*Approved June 2008*





# Training Division

## Highlights for FY 07 - 08:

- A total of 1,105 BOPP staff were trained as of June 30, 2008.
- A total of 161 new BOPP Probation/Parole Officers attended the Tennessee Correction Academy in Tullahoma for Probation/Parole Pre-Service classes, totaling 6,440 training hours.
- Over 36,000 training hours were delivered during FY 07-08.
- New employees receive a minimum of 40 hours orientation training.
- Probation and Parole Officers, Hearings Officers, Institutional Probation/Parole Officers, administrative support staff, managers, supervisors and all other agency employees have been trained on their duties and responsibilities.
- Managers' leadership skills have been strengthened, as they and all supervisors received Department of Human Resources (DOHR) mandatory supervisor training.
- During FY07-08, BOPP staff attended Audio Conference Training across the state sponsored by the Association of Paroling Authorities International (APAI). Topics included: Legal Issues in Parole, Sex Offenders: What the Research Reveals, Risk Analysis for Parole/Releasing Authorities: Facts, Myths, and Trends and The Adam Walsh Act. BOPP averaged over 100 staff attending each training session, totaling over 500 training hours.
- Staff supervising sex offenders attended Sex Offender Registry (SOR) training facilitated by the Tennessee Bureau of Investigation (TBI). They also attended the annual Sex Offender Conference facilitated by the Tennessee Sex Offender Board.
- The first phase of the new Edison computer system training began with the Human Capital Management module or HCM, which includes the HR, payroll and benefits modules. The initial course offerings trained staff who were responsible for human resources, benefits, payroll, time reporting, training and reporting.

During FY07-08, the Training Division also conducted more than 200 in-service classes on various topics.

**Topics Offered:** Code of Ethics, Political Activities by Employees, Additional Employment, Drug Free Workplace, Workplace Harassment, Executive Order 13, Title VI, Mission and Vision Statement, Sex Offender Manual, Offender Housing and Employment Related Contact Codes, Methamphetamine and Current Drug Trends.

**Probation Violation:** Covered types of violation reports, investigations and preparing a violation per policy.



# Training Division

## Highlights for FY 07 - 08: *(continued)*

**Parole Violation Process:** Emphasis on probable cause, final revocation hearings, steps in the preparation for filing and writing the violation report, steps in the notification of the parolee of the charges placed against him/her and discussion of due process for the parolee.

**Overview of the Probation and Parole Officer Job Duties:** Based on the statutes and policies that mandate offender supervision standards.

Other training included Risk and Needs Assessments/Reassessments, Automated Forms Overview, Contact Code Documentation/Compliance, Dealing with Change, Workplace Etiquette, Case File Maintenance, Initial Contact with Offenders, Supervision Standards, Testimony and Court Rules, Impact of Crime on Victims, Information Sharing, Mentally Ill Offenders, Games Offenders Play, Diversity in the Workplace and Accountability and Responsibility of Officers and Managers.



*Above: Verna Wyatt, Executive Director of the victim advocacy group You Have the Power, addresses the audience at BOPP's victim impact awareness training in Nashville.*

The Board of Probation and Parole partnered with the victim advocacy group, *You Have The Power*, to present three two-hour training sessions statewide on how crime impacts victims. The first session was held on October 9, 2007 in Nashville, with more than 245 employees and other guests in attendance. The second session was held October 22 in Memphis, with more than 170 employees and other guests there. The third and final session was held November 1 in Knoxville, with more than 160 employees and guests attending.

The Tennessee Department of Correction (TDOC) and the Board of Probation and

Parole presented the Transition Assessment Plan (TAP) training at various institutions across the state, as well as by remote video teleconference.

# Fiscal Services Division

## Gail Best, Director

The Fiscal Services Division supports the BOPP mission by providing a variety of services to agency staff. Fiscal Services staff members hold themselves to high standards of accountability for state resources and compliance with state rules and regulations; they also work to promote those standards throughout the agency. The primary goal of the division is to provide accurate information and services to all staff as timely and as efficiently as possible.

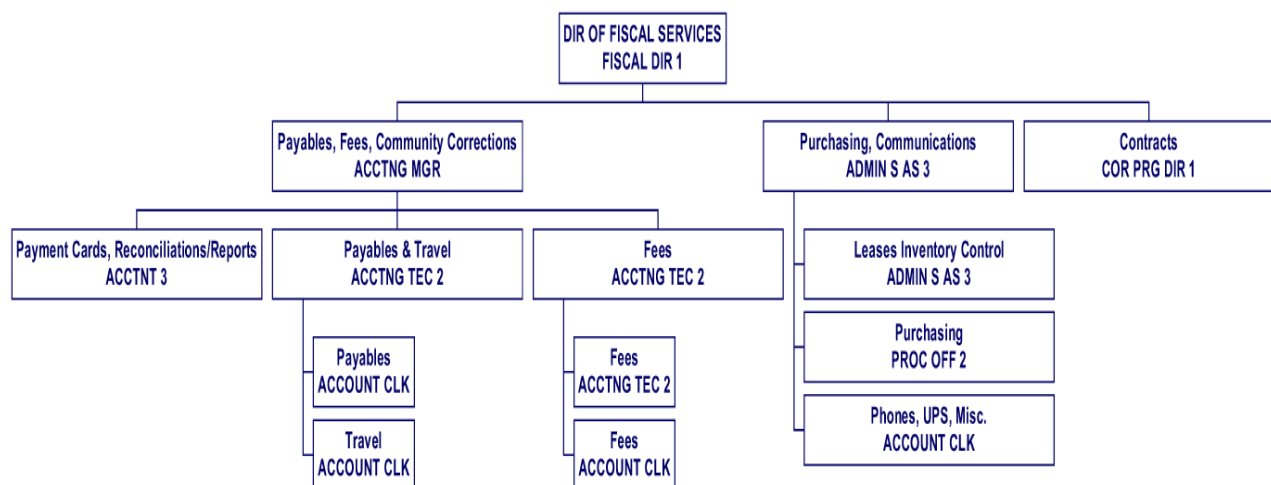
The work of the Fiscal Services Division is governed by many outside sources, as well as the policies and procedures of BOPP. Compliance with the rules of the Department of Finance and Administration, the Comptroller of the Treasury and the Department of General Services is critical. In addition, governmental accounting standards must also be considered in many of Fiscal Services' operations.

The responsibilities of the Fiscal Services Division are varied and include:

- General accounting and payables for BOPP and the community corrections agencies
- Offender fee accounting
- Purchasing
- Contract management
- Facility and property management, including 49 leases and approximately 2,800 items of property
- Printing, communications, records management and other miscellaneous areas

## Division Organization Chart

*Approved June 2008*





# Fiscal Services Division

## Highlights for FY 07-08:

Fiscal Services added a position to manage contract services for the entire department. Filling this position added an expertise to the agency that makes contracts move more smoothly through the system. The new position also has relieved the program staff of many of the time consuming duties related to contracts.

The staff members responsible for telecommunications have automated the agency's review system for verifying and approving telephone usage. The reports are now available on the computer for review; the approval process is very simple, thus saving time for managers throughout the agency.

Because Fiscal Services places a high priority on reimbursing staff who have spent their own money for state expenses, payables staff worked very hard to improve the timeliness of travel claim payments. Staff throughout the state have expressed their appreciation for this improvement.

## Document Processing for FY07-08:

- Over 9,200 travel claims, an increase of 8% over last year
- Over 1,500 payments to vendors and community corrections agencies
- Over 1,700 purchase orders
- Over 200 telecommunications requests for service (RFS)
- Over 100 printing requests

# Budget Division

## Jacquelyn Baker, Director

Within the Board of Probation and Parole, the Budget Division is responsible for budget development, in conjunction with the Board and senior management, budget training and monitoring. Budget preparation, deliberation, execution and monitoring is a continual process.

After a new fiscal year begins and the agency budget is received for the current year, the Budget Division will develop cost center budgets for each cost center within the agency. As well as starting the new fiscal year, Budget must also close the past fiscal year by reporting the expenditures and revenues of the various programs within the agency.

### BOPP Budget, FY 2007-08

Regular Salaries	\$50,449,700
Benefits and Longevity	18,084,000

<b>Personnel Services and Benefits Total:</b>	<b>\$58,533,700</b>
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#### Other Expenditures:

Travel	\$ 1,725,800
Printing, Duplicating and Services	163,200
Utilities	1,000
Communications	277,000
Maintenance, Repairs and Service	17,000
Professional Services/Third Parties	2,684,599
Supplies and Materials	1,053,100
Rentals and Insurance	4,921,000
Motor Vehicle Management	1,000
Awards and Indemnities	8,000
Training	211,200
Equipment	12,000
Interdepartmental	2,351,200

<b>Other Expenditures Total:</b>	<b>\$13,851,999</b>
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<b>Total Expenditures:</b>	<b>\$71,361,300</b>
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#### Funding Sources:

State Appropriations	\$70,356,000
Current Services (Includes Diversion Fund Revenues)	200,000
Interdepartmental	51,000
Reserves	754,300

<b>Total Revenue:</b>	<b>\$71,361,300</b>
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# Human Resources Division

## Bill Evans, Director

The Human Resources Division (HR) of the Board of Probation and Parole is dedicated to providing a broad base of support services to all employees of the agency.

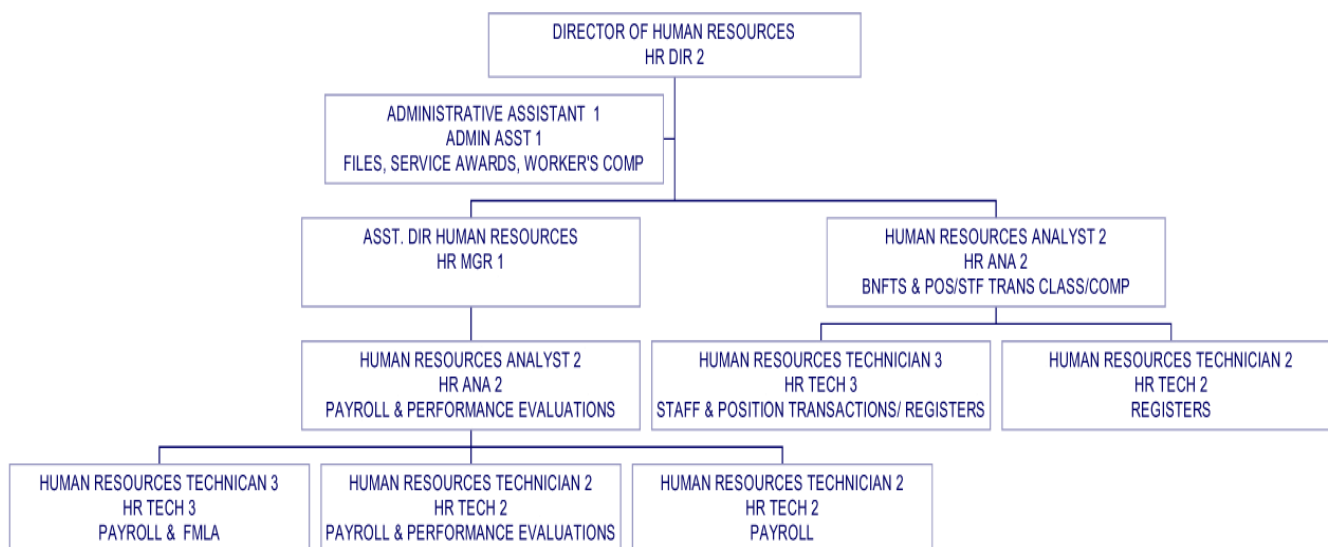
The HR staff provides advice and assistance to agency employees on all human resource matters. They administer, monitor and process employee programs that involve payroll and civil service transactions. This includes position classifications and accurate compensation, leave and attendance, sick leave, sick leave bank, Family Medical Leave Act, donated leave, workers compensation, employee assistance, Americans with Disabilities Act compliance, insurance, regular and disability retirement, performance evaluations, disciplinary and grievance actions, Human Rights and EEOC issues.

Employee relations is a major responsibility of the HR Division. The staff is committed to providing guidance and answers to employee concerns and to resolving problems and issues that could affect employees' performance of duties.

HR maintains and makes available manuals of Department of Human Resources regulations, policies and procedures, civil service laws, leave and attendance rules, affirmative action guidelines, performance evaluation, and of the Department of Finance and Administration's payroll policies and procedures, all to ensure compliance. These manuals are available to all employees while at work on the BOPP intranet web site and on the agency network drive.

## Division Organization Chart

*Approved June 2008*





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# Human Resources Division

## Highlights for FY 07-08:

- Processing more than 25,000 regular paychecks for staff each year
- Calculating and issuing over 150 Supplemental Payroll Transactions for special employee payments
- Working 314 registers for promotions and new hires for the agency in the 12-month period
- Processing paperwork for hiring and benefits for 200 new employees for all BOPP Divisions
- Processing paperwork for 80 promotions, 69 transfers and 43 flex transactions
- Processing paperwork for 92 separations and transfers to other agencies
- Supporting BOPP's operations by completing 13 salary plans, 24 position transfers and 152 position establishments with the Department of Human Resources Classification and Compensation Division
- Tracking, recording and filing more than 1,600 employee annual, flex and probationary Job Performance Evaluations during the year
- Processing and checking approximately 1,745 pay raises for Board employees in July 2007



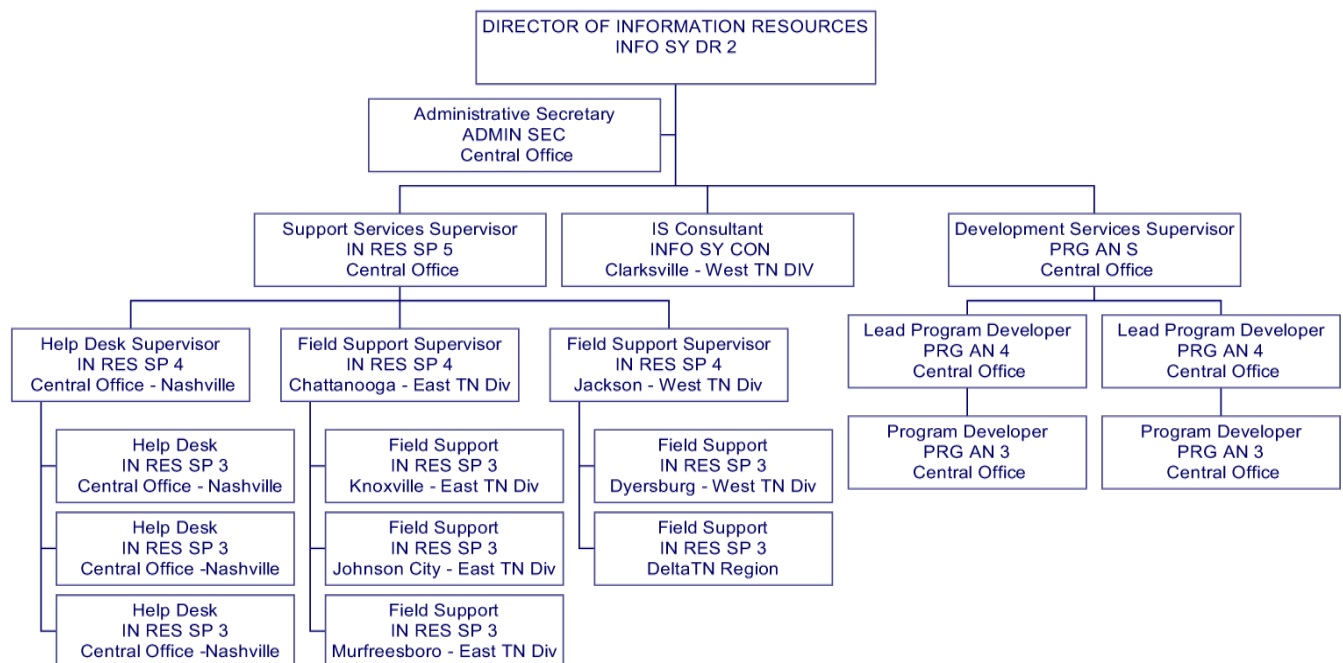
# Information Systems Division

## Thomas Dowdy, Director

The Information Technology strategy for the Board of Probation and Parole is to increase the use of technology in a cost effective manner, consistent with the statewide information technology strategy. Based upon an analysis of the agency's business strategy, Tennessee's information technology strategy, the impact of new technology and the current technology environment of the Board, several objectives and strategies were developed to support the business of the agency. These objectives are broadly categorized into the following areas: hardware replacement, Project Edison implementation at BOPP, application development, imaging, computer literacy, coordination and collaboration with TDOC, streamlining information technology costs and business process reengineering.

## Division Organization Chart

*Approved June 2008*





# Information Systems Division

## Highlights in FY 07-08:

- Statewide implementation of the new Offender Fee Accounting System (OFAS). The OFAS now automates the fee activity of over 58,000 parolees and probationers based on the case type and supervision level, with additional fees being assessed automatically for sexual offenders required to register on the sexual offender registry and those monitored with global positioning systems (GPS). The OFAS monitors case type and supervision level activities daily and uses these activities to drive the creation, update, end and suspension of fee activities without officer input.
- Completion of the implementation of statewide GPS monitoring of some sexual offenders. The GPS pilot project consisted of eight pilot sites, using 34 Probation and Parole Officers, and compared the activity of offenders in treatment and control groups. The program monitored an average of approximately 360 offenders per day. On July 1, 2007, legislation required GPS monitoring for all offenders convicted of rape of a child, which expanded BOPP's pilot project to a statewide initiative.
- Replacement of 43 desktops, 205 notebooks and 58 printers during fiscal year 2007-08.
- Enhancement of the intranet presence of the Board of Probation and Parole that serves as the primary repository for forms, policies and manuals and provides a method for the rapid dissemination of news, information, and tutorials by creating ways to highlight important changes to policies.
- Provision of ongoing support to the Board Operations applications suite that prints documents needed to efficiently handle the responsibilities of the Board Operations Division.
- Provision of over 798 hours of classroom technical training to BOPP staff.
- Response to and tracking of over 5,285 help desk calls, with 97 percent of those incidents resolved within one day.

# Research, Policy and Planning Division

## Margaret Rose, Director

The Research, Policy, and Planning staff work to ensure that statistical information is provided for the agency accurately and in a timely manner. Research, Policy, and Planning retrieves and analyzes data to provide regular and special reports for Board Members, agency management and all agency staff. This division also conducts research on a variety of criminal justice topics and oversees other research conducted by external parties that involves offenders under BOPP supervision.

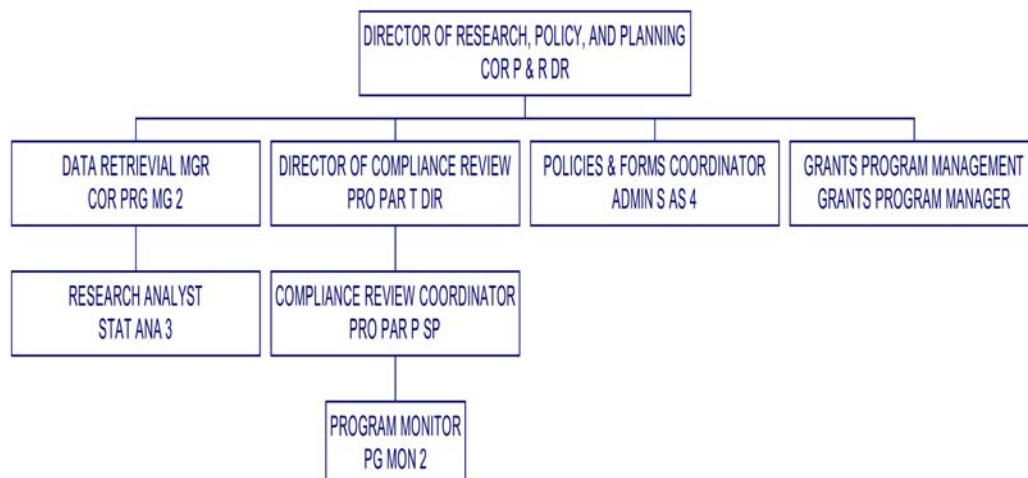
Research, Policy, and Planning also provides internal and external compliance reviews of all Probation and Parole offices, including Central Office, as well as Community Corrections programs. The compliance staff reviews program activities and analyzes fiscal management. The division is also responsible for policy and forms development.

Research, Policy, and Planning assists BOPP's various divisions and the state by performing the following tasks:

- Coordinating or planning and completing minor and major research and statistical reports;
- Developing and updating instruments for conducting Agency reviews and audits;
- Developing and implementing program evaluations;
- Tracking and collating BOPP incident reports;
- Coordinating internal and external research projects;
- Revising, minimizing or developing essential reporting, record keeping, and other management tools and
- Gathering and producing statistics from computerized data banks.

## Division Organization Chart

*Approved June 2008*



# BOPP Highlights

## Chairman Traugher Elected President of the Association of Paroling Authorities International

Charles Traugher, chairman of the Tennessee Board of Probation & Parole, was elected president of the Association of Paroling Authorities International (APAI). As a leading professional group promoting best practices surrounding parole, reentry into the community and public safety, APAI's members represent all 50 U.S. states, U.S. territories and more than 30 countries worldwide. Mr. Traugher's term began in May of 2008 and runs until 2010.

APAI also recently presented Mr. Traugher with its esteemed President's Award recognizing and rewarding an individual who has made a single significant contribution either to the field of parole or to the association. In Mr. Traugher's case, APAI officials cited his work on the Constitution and Bylaws Committee as one of his many important contributions to professionalism in the field of parole.



*Charles Traugher*

Mr. Traugher, a native of Chattanooga, Tennessee, began his professional career as an adult prison institutional counselor for the state's Department of Correction. In 1972, he was appointed as a charter member. He has served 34 years on the Board, including 26 years as chairman.

Mr. Traugher earned a degree in History and Political Science from Tennessee State University in Nashville. He has also done extensive post-graduate studies in both counseling and criminal justice. His service to Tennessee governors includes membership on the Juvenile Justice Commission, the Blakely Commission on Sentencing, the Tennessee Sentencing Commission and other panels focused on corrections and sentencing issues. He is a member of the Tennessee Correctional Association and the American Correctional Association. His prior participation in APAI includes service as Southern Regional Vice-President, Chair of the Counsel of Chairs and Vice-President of APAI International.

## Midstate Falcon Operation Largest in U. S.



Middle Tennessee's Operation Falcon (Federal and Local Cops Organized Nationally) has been deemed the most successful U.S. Marshals roundup in the country this year. The event, which focused on 32 counties, ended with 803 arrests and 1,327 warrants served including 352 BOPP warrants. BOPP staff in several counties took part in the operation, which began on June 15 and ended on June 21. One of the most significant arrests involved a parole violator arrested in Cheatham County.

Task Force officers went to an offender's home to serve a parole violation warrant, where they found 46 firearms, including 28 long guns, 18 handguns and a barrel for a firearm. The weapons were confirmed as stolen from multiple locations. Also confiscated were two stolen all-terrain vehicles. Another major arrest was in Cannon County, where officers found 134 marijuana plants in a sophisticated underground growing room concealed by a mechanic shop.

# BOPP Highlights

## BOPP Part of Tennessee Fusion Center

The Board of Probation and Parole has moved a step ahead in its work with other segments of the law enforcement community by becoming part of the Tennessee Fusion Center. BOPP has dedicated a full-time staff position to the center, located at the Tennessee Bureau of Investigation's (TBI) headquarters in Nashville. The goal of the Fusion Center is to increase the efficiency of law enforcement efforts and activities through efforts that increase information sharing.

Tennessee's Fusion Center handles information related to events throughout the state and operates 24 hours a day, seven days a week. Events don't have to be terrorism related. The center also works on Amber Alerts and other crimes. Liaison officers at various law enforcement agencies throughout the state coordinate suspicious incident information with local authorities. Any suspicious incident reports are forwarded on to the Fusion Center for additional study and processing. Incidents that could be related to terrorism are passed from the Fusion Center to the state's Joint Terrorism Task Force for appropriate action.

Fusion Centers arose after the terrorist attacks on America in 2001. In the aftermath of the tragedy, law enforcement agencies and other first responders realized they could have been more effective if they had been able to communicate more effectively with each other to share critical information. State Fusion Centers are being set up across the country to meet that need.



*Left to right: Chairman Traugher, Mike Beatty, TBI Director Mark Gwyn, Richard Smith, Jacob Anderson and Bo Irvin during their tour of the state's Fusion Center at TBI headquarters in Nashville.*

## Fugitive Safe Surrender Program Comes to Tennessee



The Board of Probation and Parole was a partner in the state's Fugitive Safe Surrender events, which were a huge success. More than 2,000 offenders statewide turned themselves in during the events held in Memphis and Nashville in the fall of 2007. Most of these offenders were able to resolve their warrants and/or resume supervision without serving jail time. During the event in Nashville, a church became a makeshift courthouse. BOPP, district attorneys and public defenders and judges from General Sessions and Criminal Court, worked along with the U.S. Marshals Service and local law enforcement to conduct the event.



# BOPP Highlights



## BOPP Officers Work to Make Halloween Safe

Programmed Supervision Unit (PSU) Officers and Probation and Parole Officers were out throughout the days leading up to Halloween, making sure sexual offenders were in compliance with restrictions against them. The efforts of District 5 are representative of the work done by BOPP across the state. Officers from the Murfreesboro PSU unit were downtown in the afternoon, where businesses and government offices opened their doors for a safe trick-or-treat event for local children. The officers patrolled the area while children participated in activities held on the Public Square. Their main concern was the safety of the children, and making sure no sex offenders were out during the festivities.

Several parents and merchants expressed gratitude to the PSU officers for helping to keep children safe while they took part in the activities. Officers also conducted visits to sex offenders' homes in Tullahoma, Lawrenceburg, Columbia, Franklin, Murfreesboro and the surrounding rural areas. Sex offenders were given a 5:00 pm curfew on Halloween night, and were told not to give out candy or have the lights on at their residences under any circumstances. The Murfreesboro PSU unit provided the Rutherford County Sheriff's Department and the city police departments of Murfreesboro, Smyrna and LaVergne with a list of sex offenders' addresses. Law enforcement officers helped make home visits Halloween night. As a result, one sex offender was picked up on an outstanding violation of probation warrant. The operation was a collective effort by the many parties involved and allowed children to safely walk the streets in search of goodies, treats and fun.

## Jackson's Community Service Workers Assist with Special Events and Local Clean-up Efforts

Community Service Workers (CSWs) from Jackson's BOPP office joined hands with the South Jackson Community Center to help produce the Senior Citizen Special Olympics on April 22 and 23. In an effort to give back to the community, and to show seniors that their wisdom and contributions are



appreciated, Jackson's CSWs assisted the SJCC in showcasing the talents of its members. The workers served as scorekeepers for the two-day event, and cleaned up the facility once the activities were over. The CSW team continued its community service work on May 3 with clean-up activities at Jackson's Mt. Olive Cemetery. The project was an effort to present a respectful, clean environment in which local citizens could visit the graves of their loved ones.

*Left: Jackson Community Service Workers helped make the Senior Citizen Special Olympics in their county a success.*



# BOPP Highlights

## BOPP Personnel Respond to February 5 Tornadoes Across Tennessee

Tornados that swept through Tennessee on February 5th took lives and damaged homes and businesses as they followed a diagonal path from Memphis to Lafayette. In the aftermath of the storms, people from the Board of Probation and Parole responded to assist storm victims with donations of money, supplies, resources and their own professional skills. Central Office staff collected money to assist storm victims. In all, \$408 was raised. The money was presented to Bethpage United Methodist Church in hard-hit Sumner County, which assisted scores of victims in its area. The church used the donations it received to purchase cleaning supplies and other basic needs for storm victims.



*BOPP staff with officials of Bethpage United Methodist Church in Sumner County. Central Office staff raised more than \$400 for the church's efforts to help storm victims.*

The Governor's Communications Office deployed BOPP's Communications Director to hard-hit Macon County for several days to assist the local government in handling the large influx of regional and national media drawn there due to the high death count (12 people) and the destruction of almost 200 homes. Staff from BOPP's Gallatin office also responded. Officers assigned to the PSU assisted local law enforcement and relief agencies in dispatching, call taking and other communications needs, freeing up those agencies to send more personnel to storm-affected areas. Officers assisted in a drive to collect donations for victims and worked to provide household supplies to a family whose home was destroyed. Also assisting from the Gallatin office were several offenders who either voluntarily, or via community service work assignments, helped in the cleanup operation, logging

approximately 100 hours of work. The Lebanon office coordinated a food and clothing drive and delivered a carload of donated items to assist the victims through Operation Blessings.



*Above: Storm damage in Macon County, where 12 people died and more than 170 homes were destroyed as a result of the February 5 tornadoes.*

In Madison County, BOPP put offenders out to help with storm cleanup after a tornado ripped through the northern section of Jackson and the western section of the county. The storm caused major damage to property and vehicles, as well as structural damage to several buildings. BOPP worked with the Madison County Community Corrections Department in a joint effort to help clean up the city as a means of giving back to the community.

# BOPP Highlights

## Gallatin BOPP Participates in Operation Sumner Sweep

BOPP was recently part of a surprise search of sex offender homes in Sumner County that resulted in several arrests. On Sunday, April 27, the Gallatin Probation and Parole office participated in *Operation Sumner Sweep*. The Board of Probation and Parole took a lead role, along with the Tennessee Bureau of Investigation (TBI), in organizing and executing one of the largest sex offender operations ever held in the county. The joint venture targeted both offenders currently under



supervision, as well as those who are required to register with local law enforcement agencies.

Team members confirmed registry data, met with offender families, reiterated directives and checked out offenders' homes for potential violations. The nine-hour operation began on Sunday afternoon and concluded when the last team reported in before dawn Monday morning. Around 100 homes were verified and checked. Eighty offenders were in compliance with Tennessee Sex Offender Registry Laws. Of the approximately 20 other offenders who received visits, some were not at home and were re-checked the following day. Two of those were found not in compliance, two

who registered locally had moved out of state and four more were arrested on Violation of Probation warrants. The teams also arrested a drug fugitive hiding under a bed in the home of a sex offender. One sex offender and an additional co-habitant were arrested for an indoor marijuana grow operation where a search warrant netted 20 growing plants and an additional 12 plants in starter cups.

As a result of the sweep, six additional Violation of Probation warrants were taken out against offenders due to sex offender infractions discovered. They included pornography, alcohol and unauthorized internet access. Two laptop computers were seized by the TBI for further analysis. One was found hidden in a kitchen cabinet running a commercial internet deletion program as team members began their search of the home.

## Community Corrections Works for St. Jude

Clients from Correctional Alternatives (CA), Project WIT, CAAP and Corrections Management Corporation in Fayette County provided community service workers for the St. Jude Showcase of Dogs at the Agricenter in Memphis in October 2007. The showcase is an annual fund-raiser for St. Jude Children's Research Hospital. Over the past seven years, Community Corrections clients have put in thousands of hours of work, and have helped raise more than \$500,000 for St. Jude. Community Corrections clients worked side by side with citizen volunteers and CA employees who gave their own time for this worthy cause. Organizers say clients always seem to be amazed to learn that some people choose to volunteer to help the children of St. Jude and their community without being ordered to do so by a court.

# BOPP Highlights

## Jamaican Officials Visit BOPP to Learn About GPS

BOPP hosted a delegation from the nation of Jamaica that was in Nashville for a three-day visit to observe BOPP's global positioning system (GPS) for monitoring the movements of convicted sex offenders under state supervision. Jamaica plans to implement a GPS program for inmates going on work release and furloughs, and they wanted to use a monitoring center format similar to BOPP's. The Tennessee GPS program is one of the largest in the country using this format, which prompted the Jamaican delegates to visit here. During their visit, the delegates viewed field-testing of the equipment and had the opportunity to visit the 24-hour offender monitoring center (the GO Center) at the Nashville/Blanton Avenue Office.



*Above: A delegation of Jamaican correction officials paid a visit to BOPP to learn more about the use of global positioning system (GPS) technology.*

## Knoxville CSW Renovates Grounds for County Fire Department

Offenders in the Knoxville Probation and Parole Community Service program spent around 3,000 work hours in the renovation of the newly opened South Knoxville Fire Station. They cleared out brush and cut down trees at Burnett Creek, which runs along the station. The creek was cleared of blockage and debris and replanted with new shade and flowering trees to compensate for the loss of greenery.



*The bridge over the streambed, built by CSW workers*

Exteriors were upgraded with awnings and entrance lamps. Walking paths were brick-lined, and five larger flower beds were created from interlocked decorative stone blocks to showcase shrubs, flowers and foliage. Fences and vinyl partition panels were added and traffic guides and reflectors were installed. A footpath bridge was built over a new stone-lined streambed.



*The dedication ceremony*

A plaque honoring the project's contributors and officials involved in the renovation effort was placed in the formal setting at the foot of the new flagstaff. It included recognition of the Board of Probation and Parole and Work Project Coordinator Mike Stringfield.



# BOPP Highlights

## BOPP Provides More Safety Training for Its Officers

BOPP's strategic plan requires the agency to address officer safety, and Tennessee law mandates that BOPP provide employees with proper equipment to maintain a safe work environment. Over the past year, BOPP has added three Safety Trainers to its employee roster, and has implemented trainings designed to enhance the ability of all officers to protect themselves, if the need arises.

Changes in the job responsibilities of Probation/Parole Officers over the last few years have added duties that increase the likelihood of injury. For example:

- Complying with GPS supervision standards results in more staff working at night. These staff work alone frequently and are always concerned with offenders who are in violation of GPS guidelines. This could create hostile reactions to the officers who respond.
- Sex offender registration has required more home verification visits. These visits often uncover violations that can lead to offender arrest. Lifetime supervision of high risk sex offenders requires home and field contacts for many offenders who were previously found unfit for parole supervision.

Since a Supreme Court decision that established authority for Probation/Parole Officers to search offenders without warrants, BOPP has included warrantless searches of offenders in its parole rules. Courts are also including it in probation rules. With BOPP ordering officers to do the searches, the agency must supply the necessary equipment and training to perform these duties safely.

Other states have long provided extensive safety training and tools for their officers, arming them when working in the field. This practice improves officer confidence to do home, collateral and employment visits to find offenders and bring them back into compliance early.



*Above: A BOPP officer, outfitted in protective gear, practices baton techniques with a trainer.*



# Directory of Main Telephone Numbers

Area	Phone	Fax
Administrative Services	741.4543	532.8089
Board Area	741.1673	532.8581
Board Operations	741.1150	741.5337
Budget	532.8090	532.8098
Community Corrections	532.8080	253.3915
Field Services	741.2107	741.8513
Fiscal Services	532.0606	532.8098
Hearings Officers	532.3625	253.3915
Human Resources	532.8084	532.8089
Information Systems	741.5351	741.4345
Media Contact	532.8149	532.8581
Research, Planning and Policy	741.9345	532.3478



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